

Functional Area 43

Human Resource Management



Chief, FA43 Proponency
June 2004

Agenda



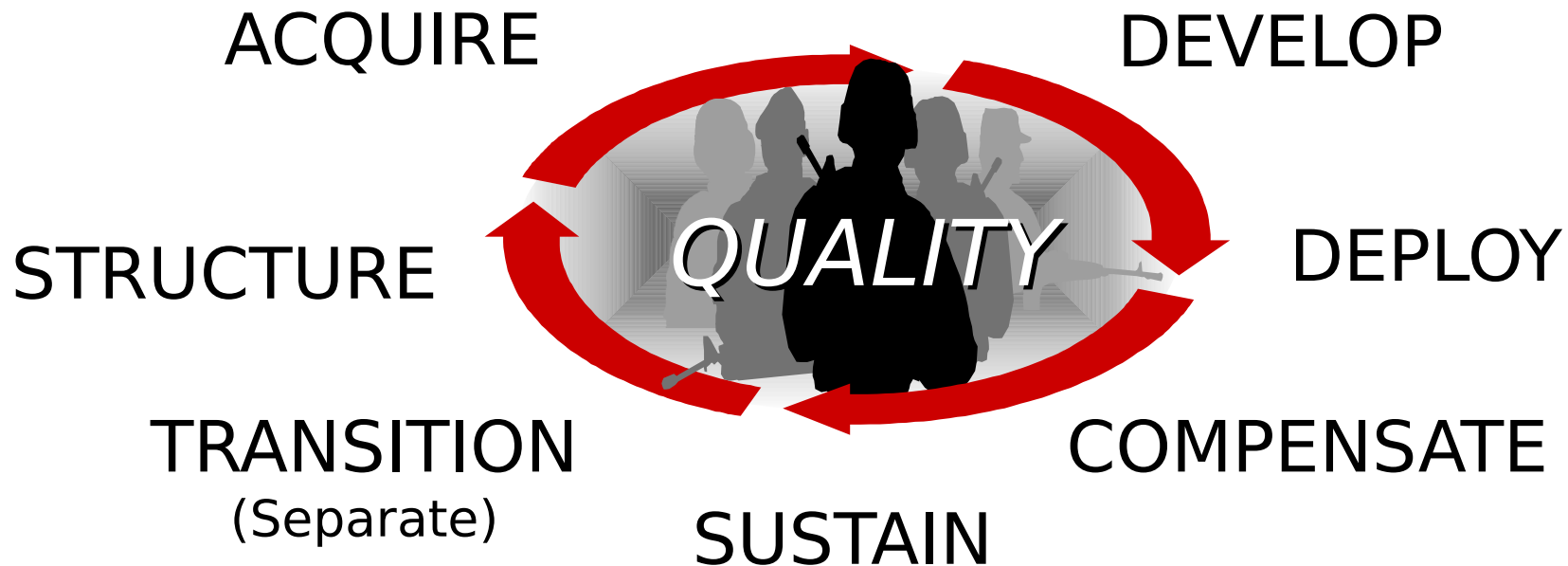
- FA 43 Proponency Office – who are we?
- FA 43 Structure – how many positions and what type?
- FA 43 Acquisition – how do we become FA 43's?
- FA 43 Distribution – where does an FA 43 get assigned?
- FA 43 Development – how do we develop institutionally, operationally, and individually?
- FA 43 Deployment – what are a FA 43's staff responsibilities and duties?
- FA43 Proponency Office Current Update &

FA 43 Proponency



Responsible for developing personnel policies, procedures, and programs affecting all personnel life-cycle management functions as prescribed by AR 600-3, The Army Personnel

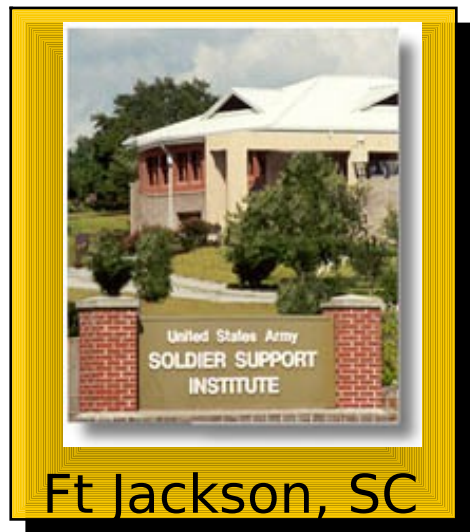
Proponent System:
DISTRIBUTE





FA43 Proponency Office Organization

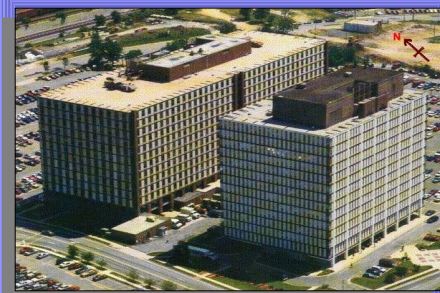
Effective August 2003



Soldier Support Institute

AG School Commandant

FA 43
Proponency Office



Hoffman Building
Alexandria, VA

USASSI, AGS
10000 Hampton Pkwy,
Fort Jackson, SC 29207
Phone: (803) 751-8617 DSN 734-8617

2461 Eisenhower Avenue, Room 804,
Alexandria, Virginia 22331
Phone: (703) 325-8041/5562/7278 DSN 221-

Dep Chief, FA 43
Proponency

Resident & DL
Course Director

What the Army Does



The measure of military professional is success in battle and other military operations. Military effectiveness is perishable. **Therefore, every day in the Army, we do two things: we train Soldiers and we grow them into leaders.**

FM 1, The Army
14 June 2001

Why FA 43?

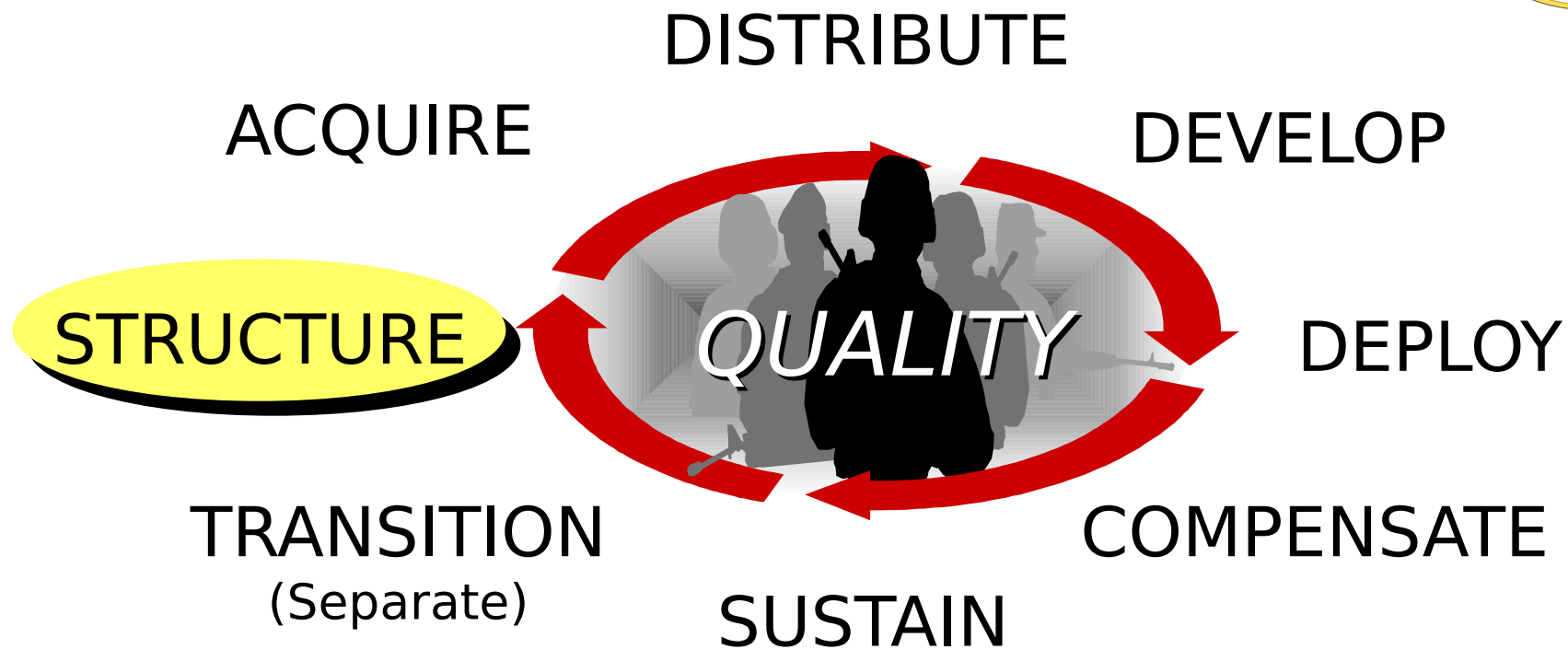


The Human Resource Management functional area (FA 43) provides the Army with a professional human resource manager focused on projecting requirements; developing capabilities; and planning, programming and managing Army human resource life cycle functions in support of senior military leadership. As senior career staff officers, FA 43 officers are responsible for developing, interpreting, integrating and implementing the Department of Defense (DoD), Joint, and Army human resource programs and policies for the military, civilian, retiree, and contractor work force and their families at all echelons.

Draft DA Pam 600-3, Chapter 30, ISCF



How many 43's positions are there?



AC COMPO 1 : 343 *FY05 auths as of 14 Apr 04*

ARNG COMPO 2 : 955

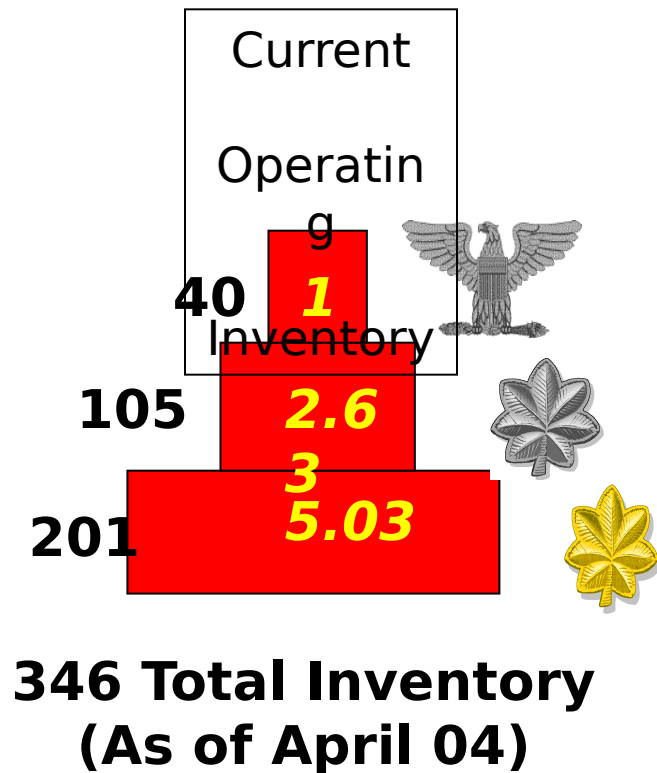
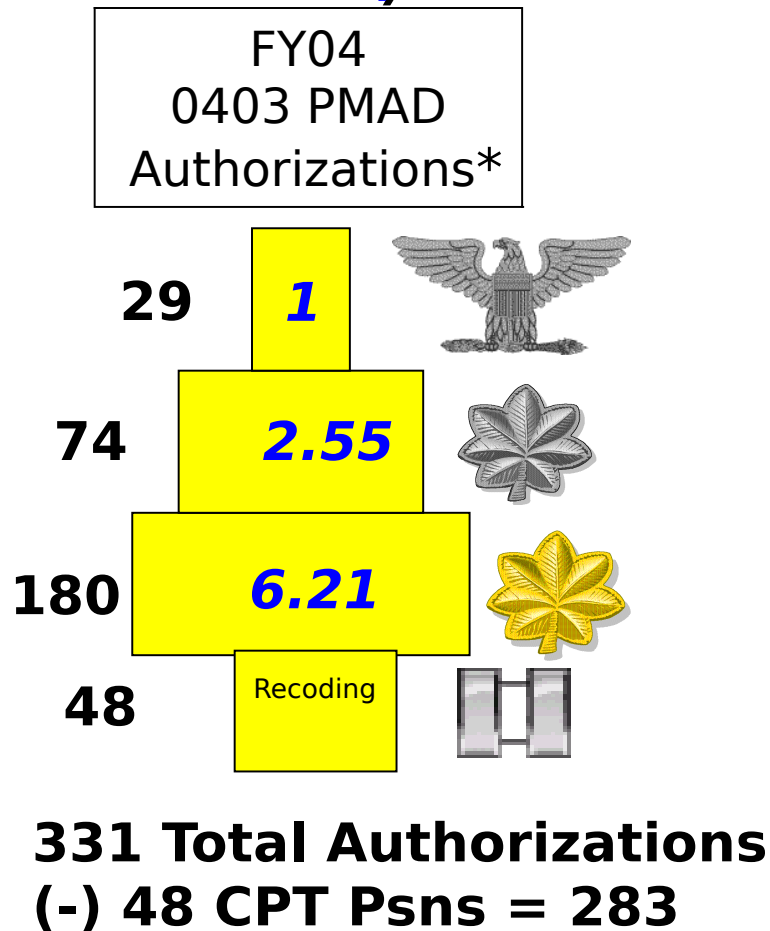
USAR COMPO 3 : 175

SUB TOTAL: 1,473

FOUO
Minus 169 CPT positions = 1304



Active Component Authorizations (COMPO 1)



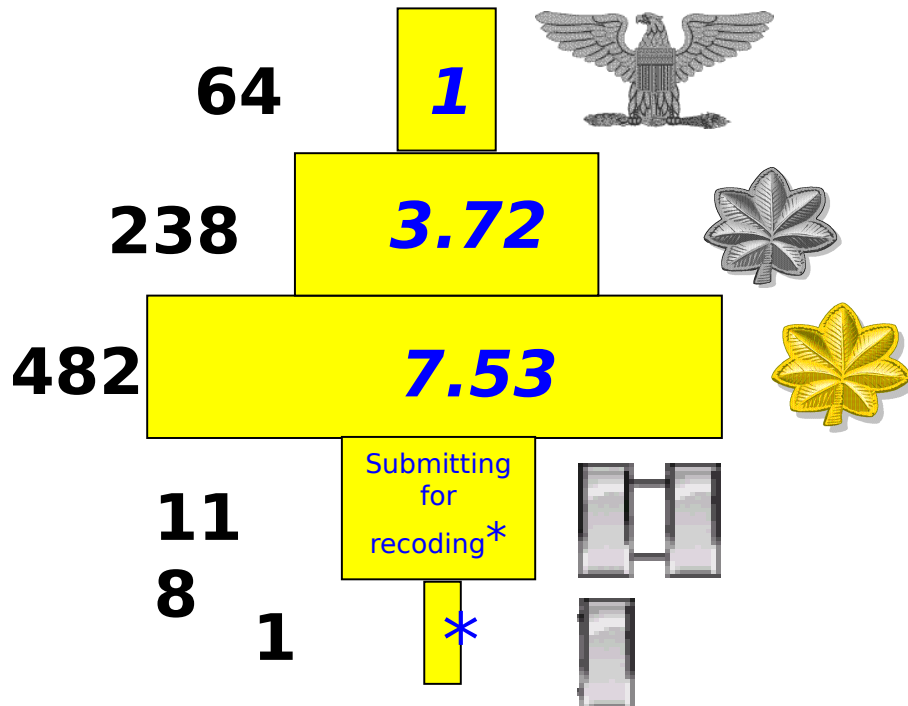
*as of 22 Mar 04

FOUO

Reserve Component Authorizations (COMPO 2) (ARNG)



FY04
0401TAADS
Authorizations*

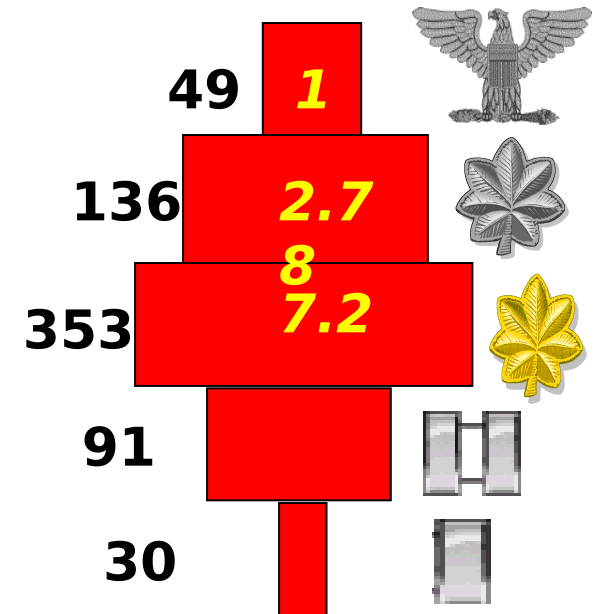


904 Total Authorizations

**Total Authorizations minus 119 CPT/LT psns
= 785**

FOUO

Current
Inventory

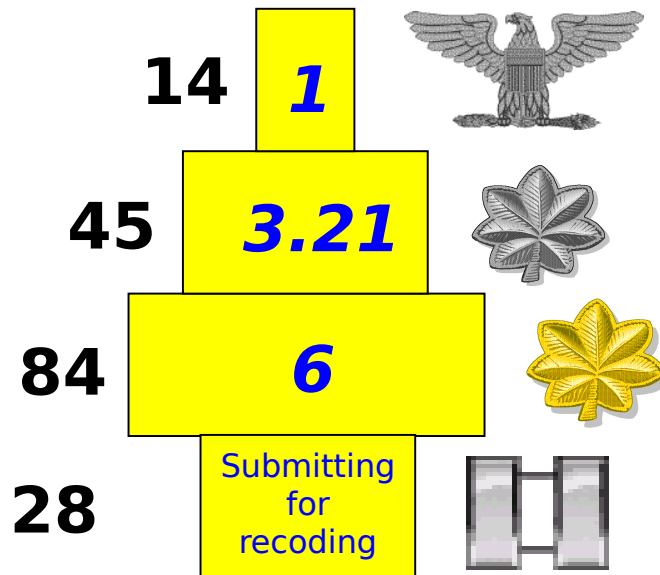


**659 Total Inventory
(As of Jan 04)**

Reserve Component Authorizations (COMPO 3) (USAR)

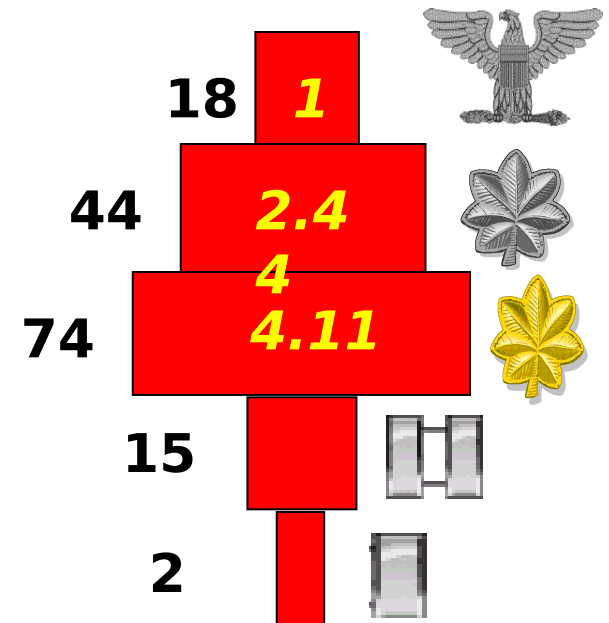


FY04
0401TAADS
Authorizations*



171 Total Authorizations

AGR
Current Operating
Inventory

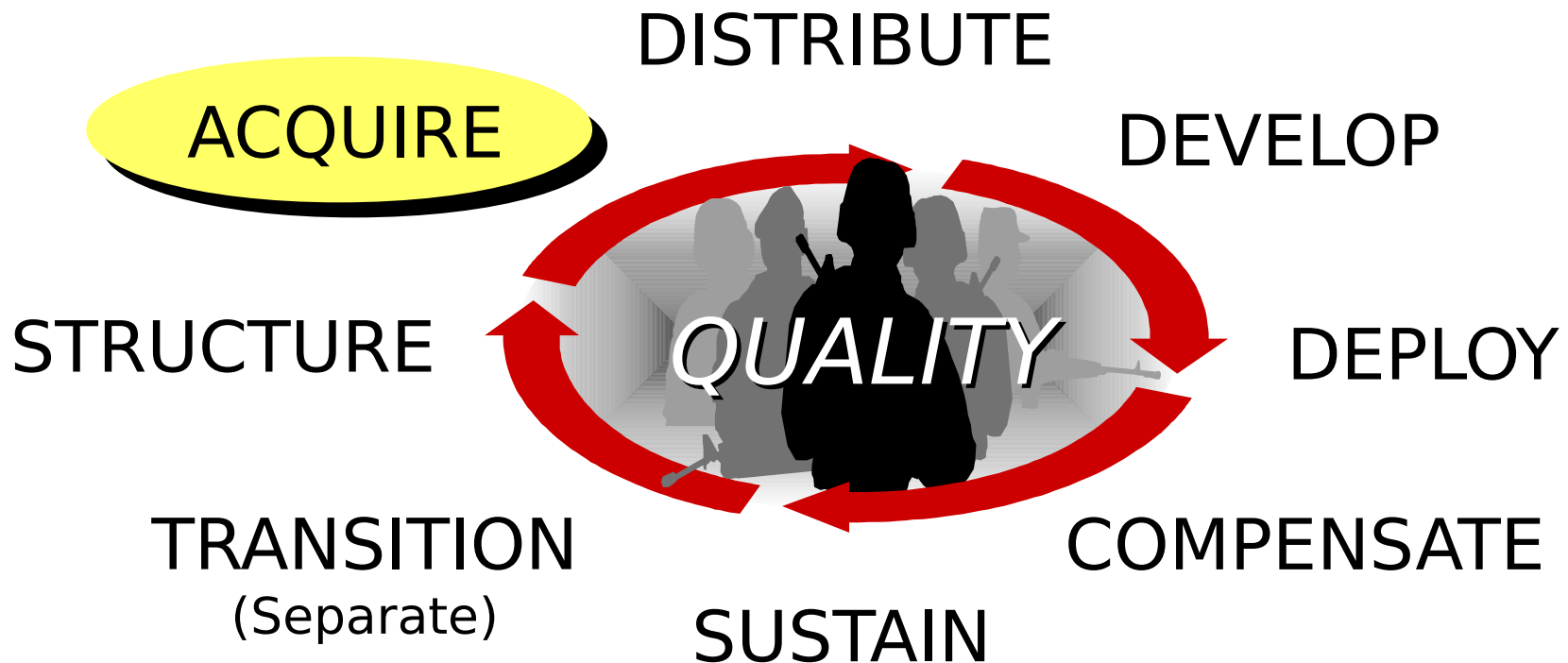


**153 Total Inventory
(As of JAN 04)**

Total Authorizations (-) 28 CPT psns = 143

*as of 22 Mar 04

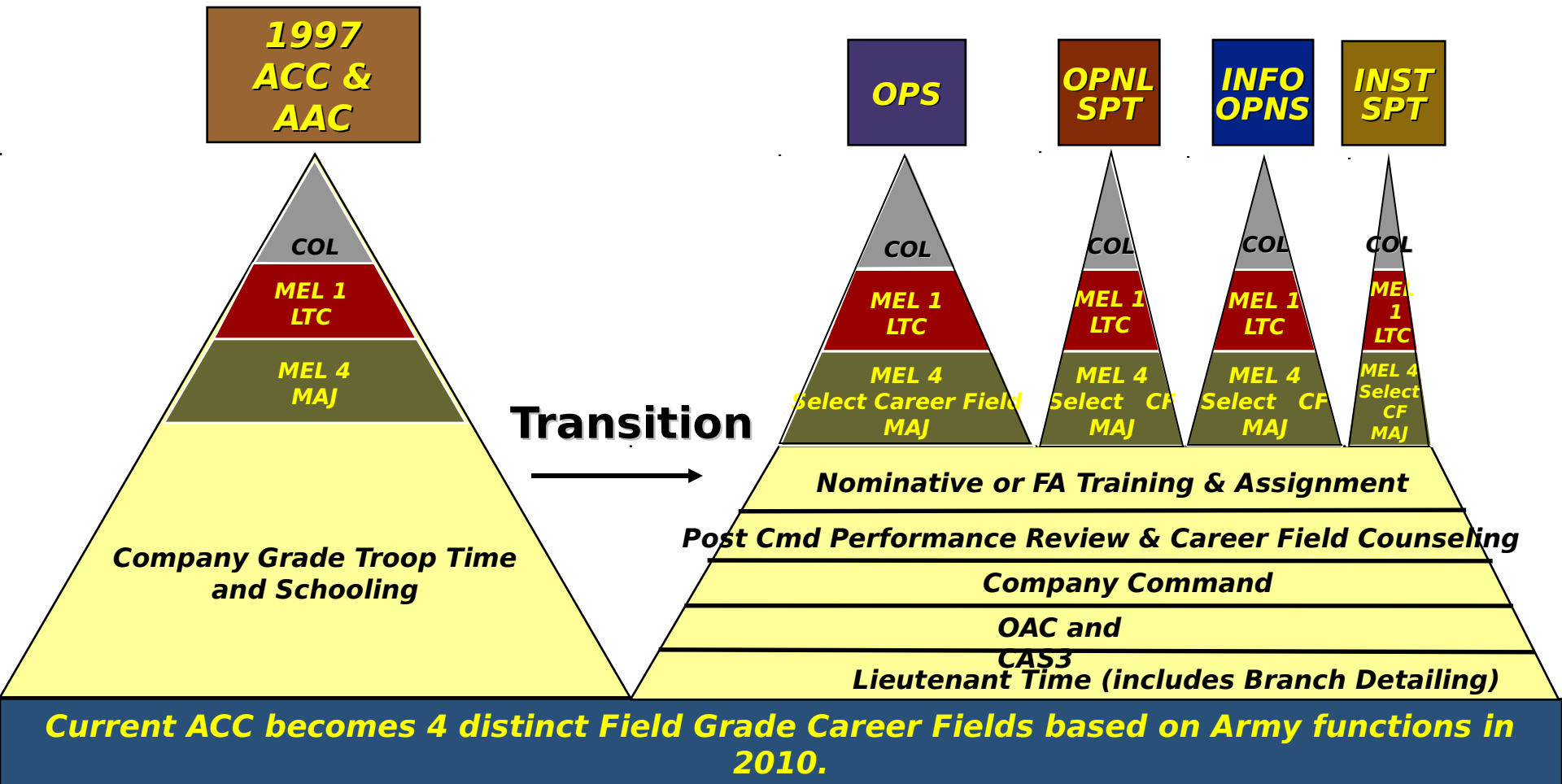
How do we become FA43 officers?



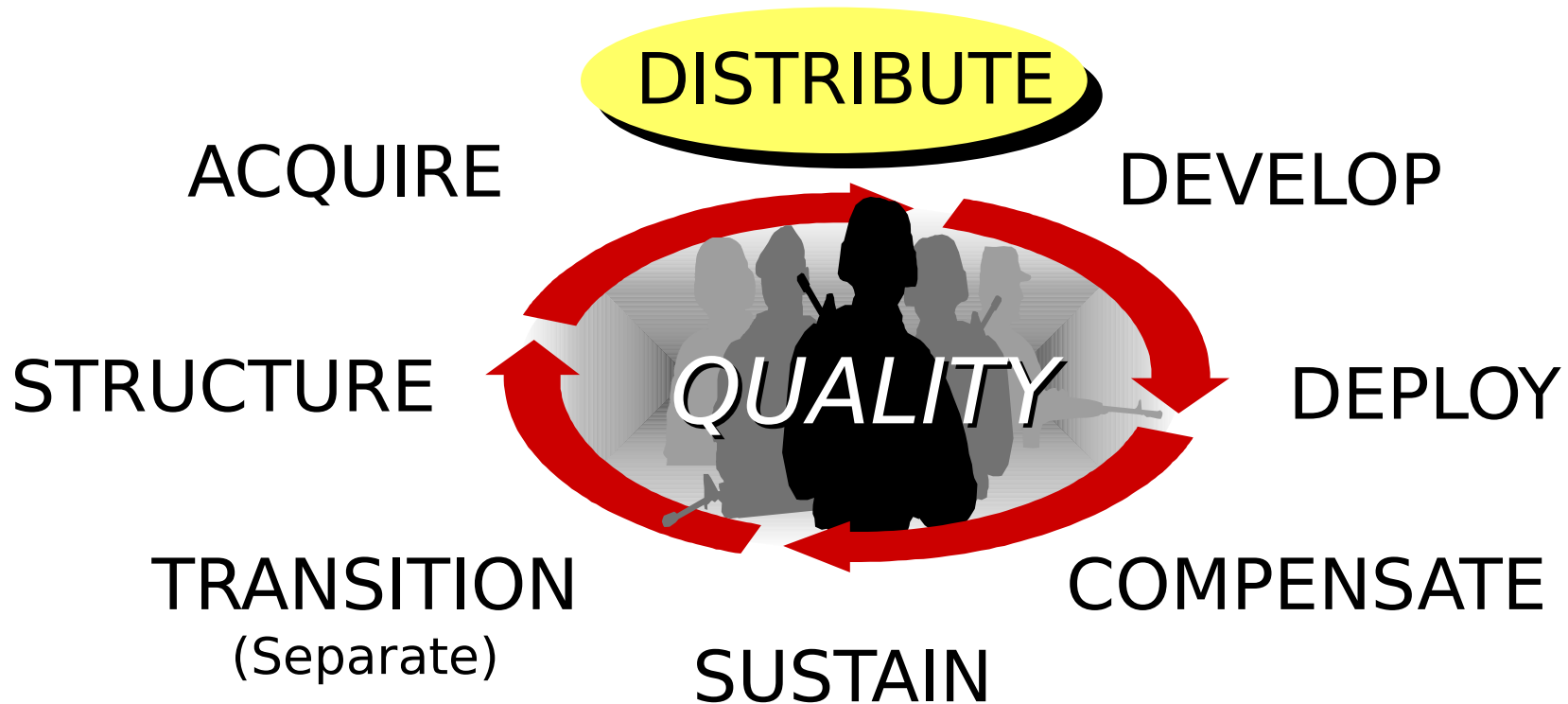
OPMS III Career Field System



Four Career Fields established to develop & manage Field Grade

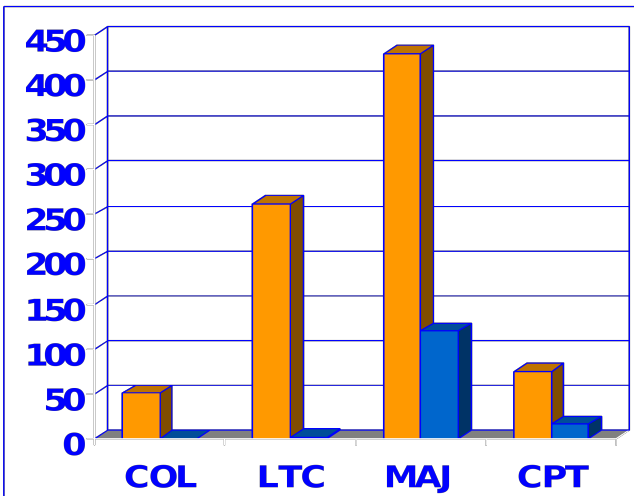


How many FA43 officers are there?

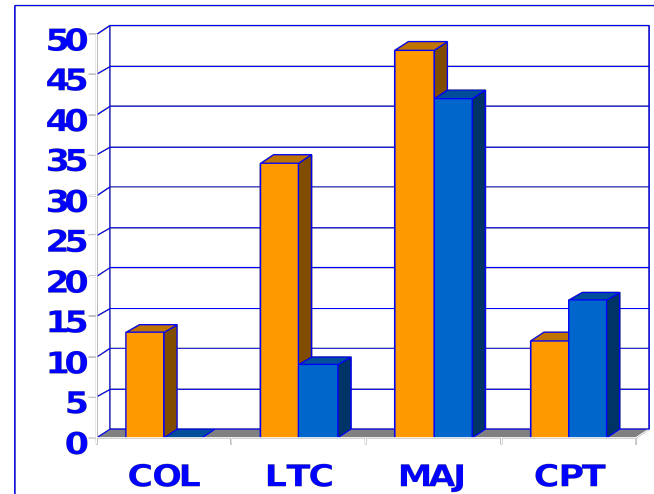


FY 05 AUTH FA 43 Distribution

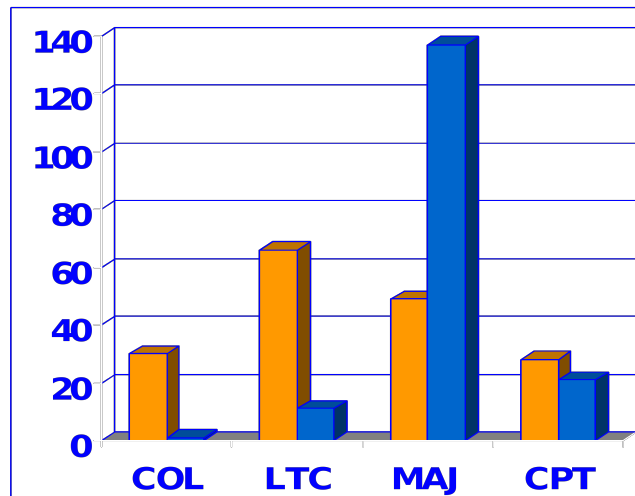
as of 14 April 04



ARNG
Distribution



USAR Distribution



AC Distribution

This is being
impacted as
we sit here!

FOUO

MACOM AUTHs Distribution

(ALL COMPOS) As of 14 April 04



TITLE	CPT	MAJ	LTC	COL	AUTH
US ARMY RESERVES	27	83	38	13	161
US ARMY INTELLIGENCE AND SECURITY COMMAND	0	10	0	0	10
INSTALLATION MANAGEMENT AGENCY	1	2	0	0	3
OFFICE, CHIEF OF STAFF, US ARMY	1	8	7	3	19
DEFENSE AGENCIES	1	1	4	3	9
JOINT SPECIAL OPERATIONS FORCES	0	0	1	3	4
US ARMY, EUROPE AND SEVENTH ARMY	5	25	3	0	33
US FORCES COMMAND	18	76	23	0	117
SHAPE	1	4	0	1	6
JOINT ACTIVITIES	5	11	9	5	30
USAMILPERCENS ACTIVITIES	2	1	3	3	9
NATIONAL GUARD	90	549	264	51	954
US ARMY PACIFIC	2	7	3	1	13
EIGHTH US ARMY	4	11	3	0	18
FIRST SPECIAL OPERATIONS COMMAND	2	13	5	1	21
US ARMY TRAINING AND DOCTRINE COMMAND	8	11	8	4	31
OTHERS	2	13	13	7	35

FOUO

Active Component Distribution



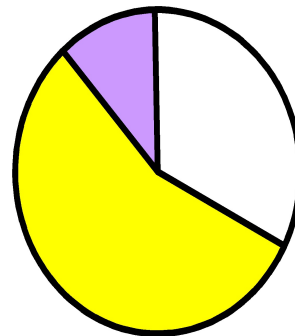
FY05 PMAD Auth

J DAL

12%

TDA

33%



TOE

55%

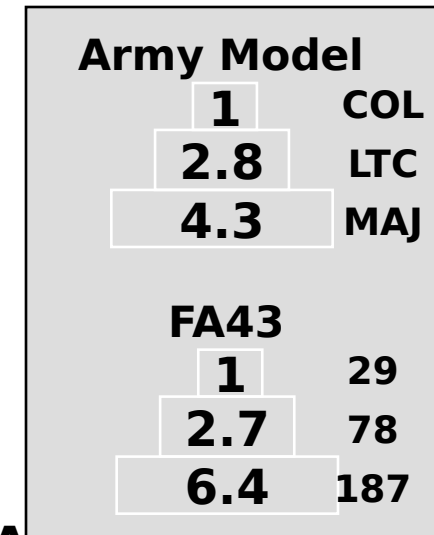
	COL			LTC			MAI			MAI-COL			TTL
FA	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	ALL
43	21	1	7	40	26	12	35	137	15	96	164	34	294

FA43 AC

Auths/Inventory/Structure



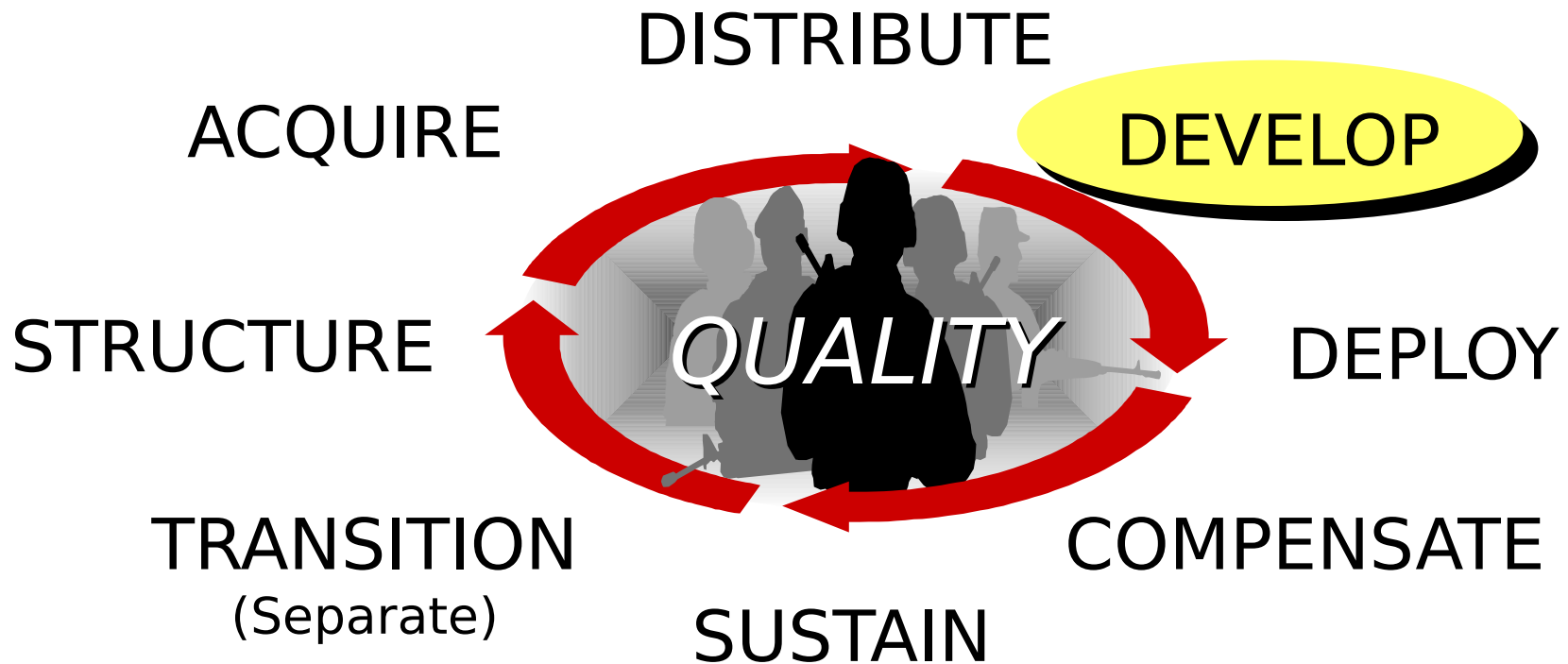
FA43	AUTH	INV	SIFA	SOFA	SOFA / INV %
COL	29	42	9 (31.0%)	33	78.6
LTC	78	104	61 (78.2%)	43	41.3
MAJ	187	204	140 (74.9 %)	64	31.4
TOTAL	294	350	210 (71.4 %)	140	40.0



Serving Outside of Functional Area (SOFA)

Control Grade	TTHS PME	TTHS FA Specific	TTHS Other	Retire Resign & REFRADs	New CFD TOS Constraints YG93 or Br Xfer	Mal Assigned	FA43 Total
COL	3	0	1	2	0	27	33
LTC	2	2	0	2	0	37	43
MAJ	6	0	0	3	14	41	64
% Pop	2%	1%	0%	2%	4%	30%	40 %

FA 43 Officer Development



Institutional Development



ILE

FA43 Qualification course
Job and unit specific training



FA 43 Course Design



Single 2-week resident course in the NCR that trains entry level FA43 on operational/tactical HR programs, processes, and plans. DL web-based preparatory phase covers strategic HR policies and programs and Joint HR training.

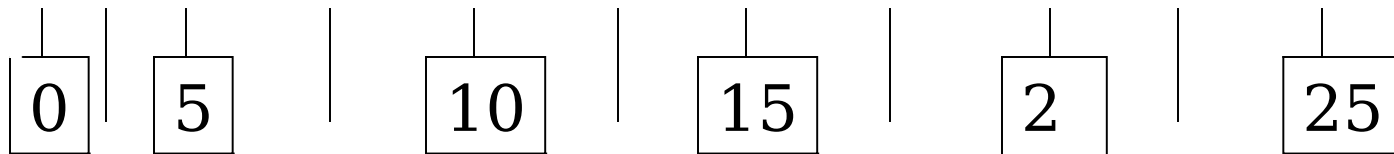
- Resident course design includes hand's on systems training, leadership lecture series, and final exercise
- DL is update of current product

Approved by CG, SSI (Apr 04) for
full implementation NLT FY06

Operational Development



- Primary Functional Area (FA) qualifying positions
- Developmental FA positions
- EO Training
 - Officers attend DEOMI as required
- Advanced Civil Training (ACS) (AC only)
 - Fully funded Advanced Civil Schooling
 - Currently 2 slots per FY
- TWI (Training w/ Industry) (AC only)
 - RAND Corp
 - Utilization - Army G1



LT		CPT		MAJ		LTC		COL	
B O L C		Combined Arms Staff Course (CASC) CA Battle Command Course (CABCC)		Intermediate Level Education (ILE) (+) FA43 Qual Course		SSC			
		Functional Area Decision		Career Field Decision					
Primary Functional Area Qualification Positions		Company Command	Minimum 24 months	Deputy/Assistant MACOM G1	Minimum 24 months		Colonels serve as FA qualified senior HR practitioners. Senior HR assignments include:		
Developmental Positions		CPT Positions listed below are not all FA 43 coded positions.	Bde/Regt/Brig/UA S1 Adj Deputy/Asst Div G1 Corps/MACOM HR Plans, Policy, Operations officer Joint HR/Manpower Staff Officer (C1/J1)	Deputy/Assistant MACOM G1 Army G1/HRC Branch/Div Chief Joint HR/Manpower Staff Officer (C1/J1)	EO Program Manager Chief, EO Staff Officer Plans, Policy, Operations or HRC Staff Officer MACOM Personnel Staff Officer Service School HR Staff officer Service School EO/HR instructor, staff or faculty DA EO Officer		Dep/Asst MACOM G1 06 level Chief of Staff 06 Level Staff Director Army G1 Staff Officer HRC Staff Officer MACOM Staff Officer Joint HR/Manpower Staff		
		Battalion/Sqdn S1/ Adj Asst Bde/Gp/Reg't S1/ Adj Personnel staff Officer Aide-de-Camp Service School or ROTC Instructor Div/Corps Staff Officer Deputy SGS	Army G1 Staff Officer HRC Assignments Officer Chief, MACOM/Corps OPMD Proponency Asst Corps G1 HRC Staff Officer EO Program Manager Personnel Staff Officer EO/HR Service School instructor CTC S1 Observer/Controller Training with industry (TWI)	EO Program Manager Chief, EO Staff Officer Plans, Policy, Operations or HRC Staff Officer MACOM Personnel Staff Officer Service School HR Staff officer Service School EO/HR instructor, staff or faculty DA EO Officer					
		Observer/controller	Advanced Civil Schooling (ACS)						

Figure 31-1 FA 43 life cycle development model (Active Component)

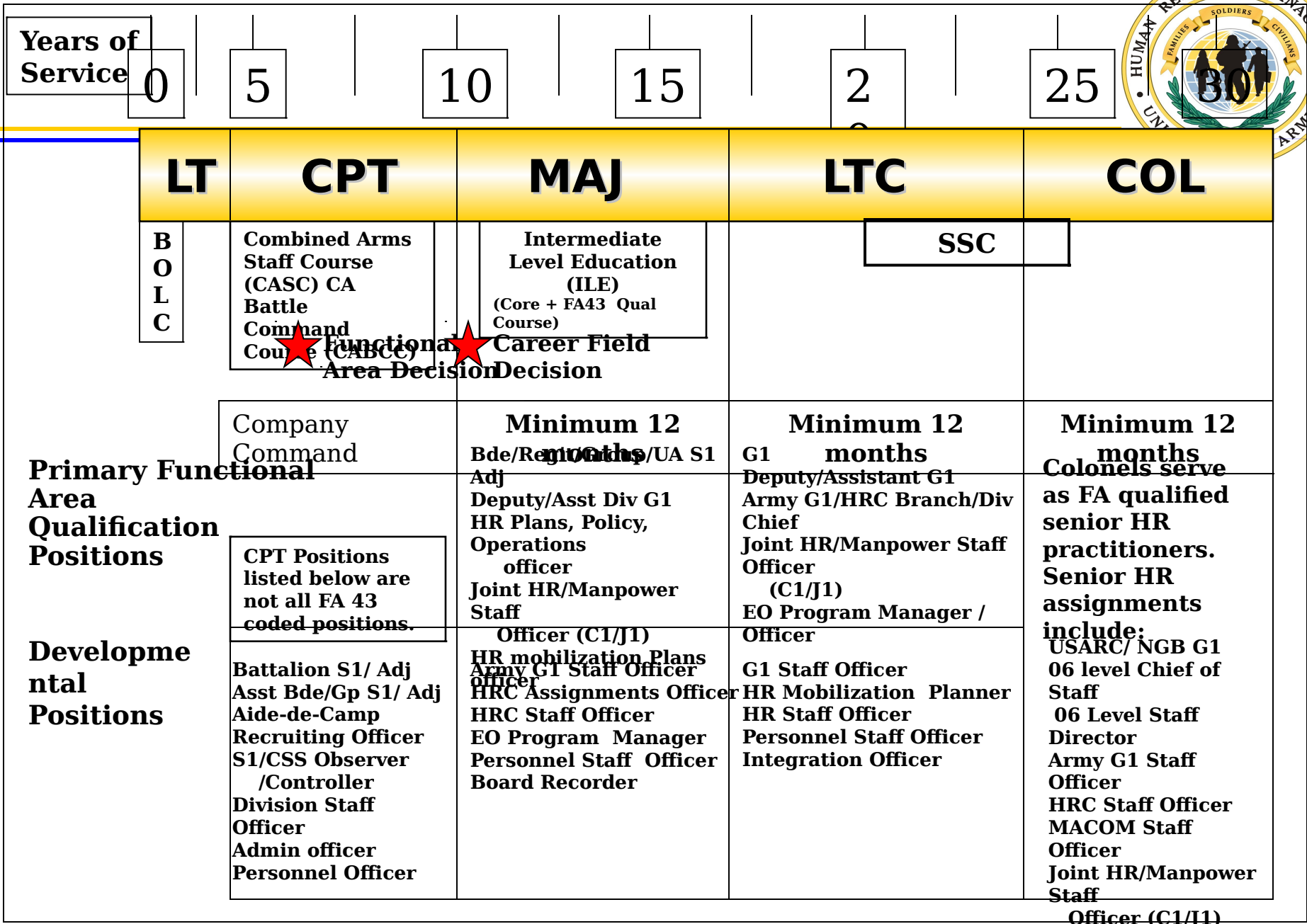


Figure 31-2 FA 43 life cycle development model (Reserve Component)

Individual Development



- DA PAM 600-3 Lifecycle
- Professional reading
- Continuing Education
 - Advanced college degrees
 - Conferences and workshops
 - Certification training (e.g. people soft)
- Professional HR Associations & certification
(e.g. SHRM, HRCI)

FA 43 Officer Deployment



Modularity Impact:

- 1 FA43 MAJ is authorized in each UA/SBCT/SUA*
- Projecting 1 FA43 MAJ in each UEx & 1 FA43 LTC in*

FA 43 World-wide Deployment



Soldier's Creed



I am an American Soldier.

I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



AC Manning Strategies

INTENT: Enhanced unit capabilities through stability, predictability, and cohesion with increased benefits to Soldiers and Families.

Home-basing

- Stabilizes Soldiers and Families upon initial assignment at MTOE Installations for extended tour
 - Provides stability and predictability for Soldiers and Families
 - Enables company grade horizontal and vertical cohesion
 - Provides support base for possible BRAC changes and is enhanced by flagship installations
- Lays groundwork for repetitive assignments

Lifecycle

- Synchronizes Soldier's tour with the unit's (BCTs/UAs) operational cycle (s)
 - Increases operational capabilities of BCTs/UAs
 - Minimizes attrition (PCS/ETS) for deployed units
 - Provides horizontal & vertical cohesion

Cyclic

- Provides periodic package replacements to "normalize" training cycle for units (headquarters/high demand, low density)
 - Enhances continuity of operations
 - Focuses training to sustainment periods

How will
this impact
on the
ARNG &
USAR?

FA 43 Staff Responsibilities and Duties

FM 4-0 Combat Service Support



HUMAN RESOURCE SUPPORT

1-26. Human resource support (HRS) provides all activities and functions to sustain personnel manning of the force and personnel service support to service members, their families, Department of the Army civilians, and contractors. These activities include personnel accounting, casualty management, next-of-kin notification, essential personnel services, postal operations, and morale, welfare, and recreation. Joint doctrine refers to human resource support as personnel service support. (See chapter 10.)

FA 43 Proponency Office

Current Update & Issues



- Structure coding review for 01A/42/43 positions
- FA43 Council of Colonels
- FA43 Information Operations

FA 43 Coding Review



- Analyze FA 43, BR 42, & O1A positions
 - Directed by G1 in Aug 03 to fix FA43 structure
 - Process modified to include
 - Modularity initiatives
 - Mil to civ conversion
- Refine COA's for merger of 42 and 43
 - Directed by CG, SSI in Mar 04



FA 43 RC Coding Review

- Identify unique FA 43 coded positions
 - Identify FA 43 positions unique to National Guard
 - Identify FA 43 positions unique to Army Reserve
- Review recoding unique positions
 - Obtain duty descriptions to determine proper coding
 - Recommend recoding of positions accordingly through world-wide staffing
 - Address remaining unique positions and training requirements

Coding (UA, UEx, UEy)



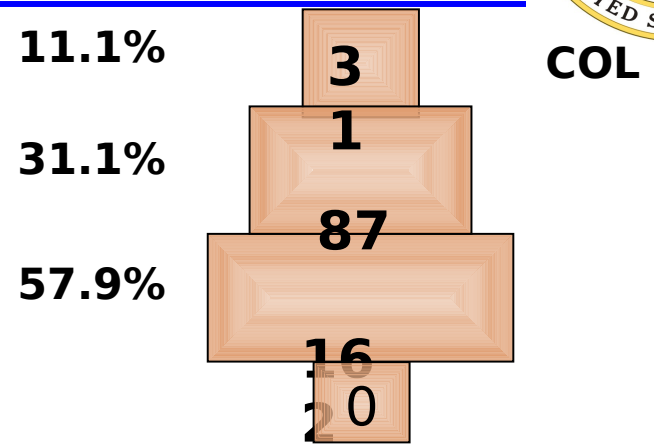
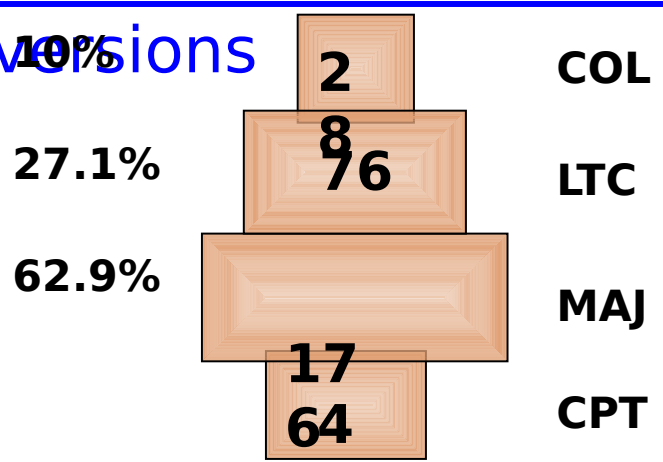
- UA S1s (FA43 O4 MAJ)
 - 43-48 INF or Armor
 - 10 SUA
 - 10 Fires
- UEx
 - 10 Deputy G1 (O4 MAJ)
 - 10 EO Pgm Mgr (O5 LTC) AUG TDA
- UEy
 - 4-5 Asst G1 (O4 MAJ)
 - ?LTC (O5)
 - ?COL (O6)

FA43 AGDM Pyramids

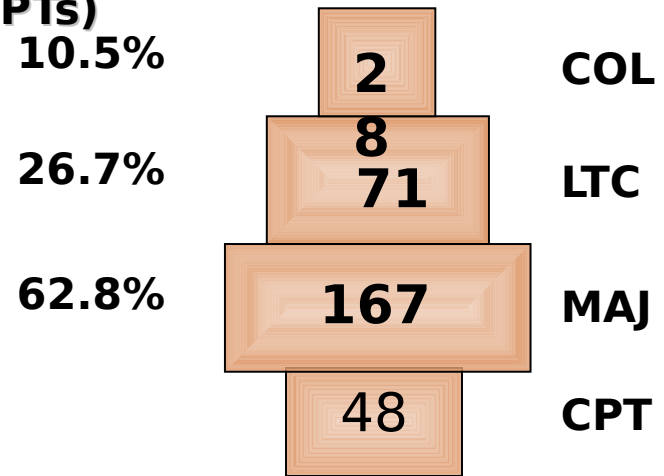
ISCF Position Review MIL-CIV



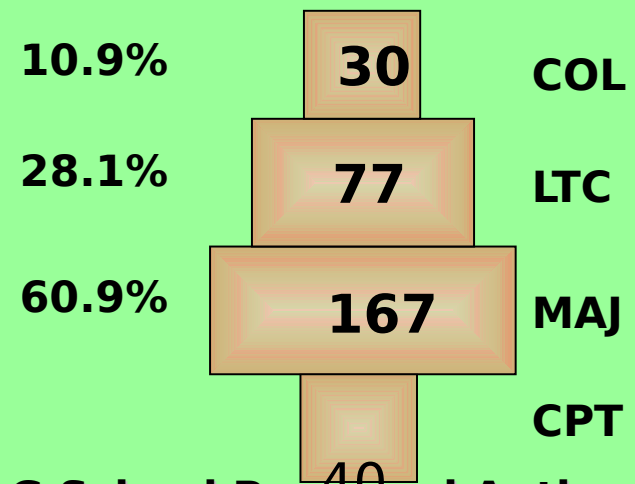
Conversions



0401 UAD AGDM/Auths @ 280 (minus CPTs)



Ideal AGDM/Auths @ 280



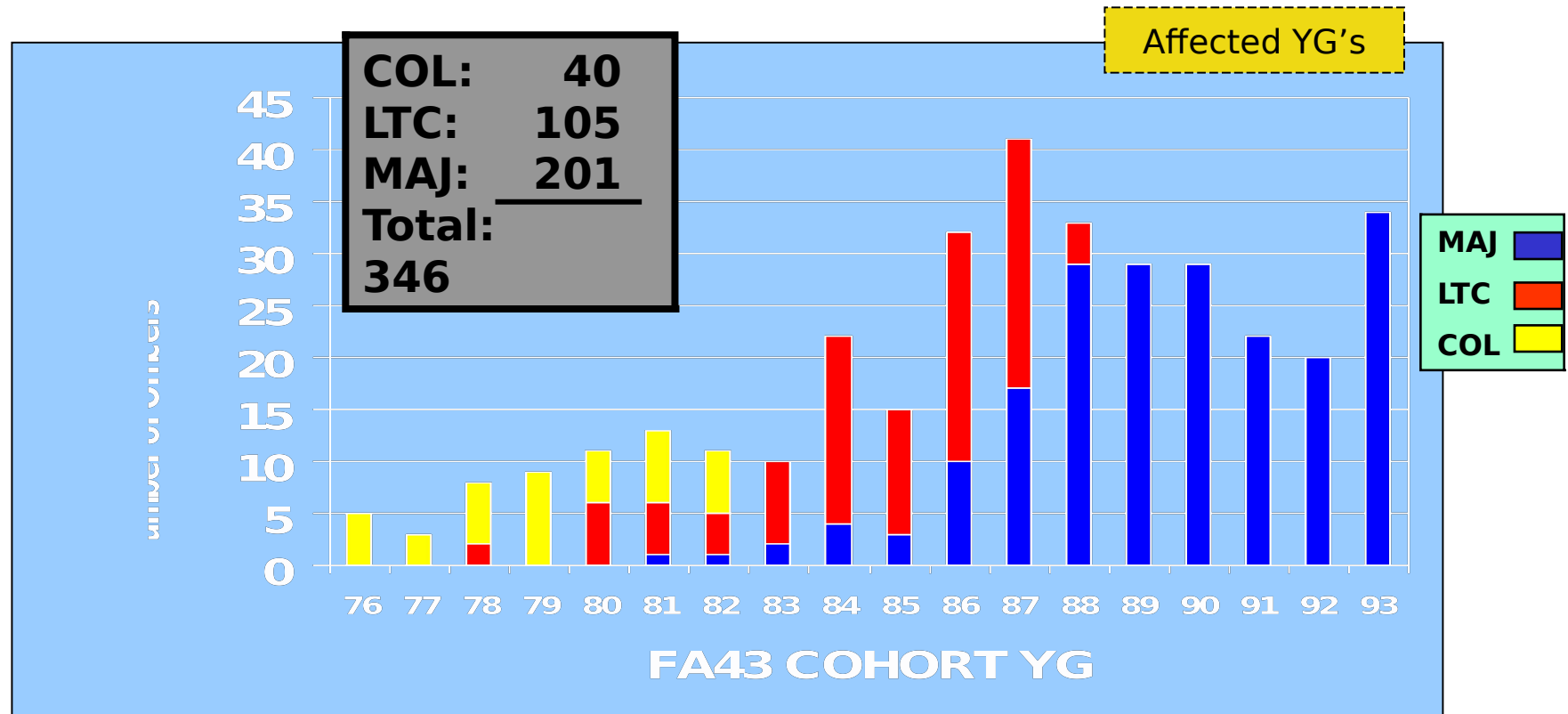
AGDM/Auths under Proposed Mil-Civ Reductions and Modularity increases
314 total

AG School Proposed Auths 314 total

Analysis of Population



- Detrimental impact if O5 positions are converted because the CFD mid career population (diagonal highlights) would be affected with reductions
- O4 and O6 structure moving closer to ideal AGDM.
- O5 and O6 structure predominately in TDA (86% and 97%) making it susceptible to future MIL to CIV conversions



FA 43

Council of Colonels



- Council of HR FA 43 leaders (AC & RC)
 - Will Convene to discuss and recommend issues for the Army HR leadership and AGS that will affect FA 43 DOTMLPF
- CG, SSI approved Feb 04
- 22 Members
 - 18 AC
 - 3 USAR
 - 1 ARNG
- First CoC (VTC) May 04
 - FA 43 HRM Course changes
 - FA 43/42/O1A Coding review (AC and RC)
 - FA 43 & Branch 42 Merger

FA 43

Information Operations



- Staff Net (BDES1.com)
 - G6 supported server
 - List server function available
 - Password access for FOUO info
- List server
 - Feedback from the field
 - Need for push vs. pull
- FA 43 Web Page www.army.mil/fa43
- AG Commandant newsletter

Summary



- What you can expect from US!
 - Entry Level FA43s trained and ready upon arrival
 - Continued training improvements
 - Timely HR information
 - HR lifeline for deployed units
 - Assignment of 43's based on Army priorities
 - Continued work on recoding and merger COA's